

**U.S. Department of Labor
Bureau of Labor Statistics**

Employee Benefits in Private Industry, 1999

Table 2. Percent of workers with access (1) to selected benefit plans, private industry, National Compensation Survey (2), 1999.

Benefit	United States	Regions (3)			
		Northeast	South	Midwest	West
Paid vacations.....	79	79	78	80	79
Paid holidays.....	75	79	75	76	72
Employer assistance for child care					
Total.....	6	6	5	7	5
Employer provided funds....	4	3	4	4	4
On-site child care.....	3	4	3	2	1
Off-site child care.....	2	2	1	2	(4)
Adoption assistance.....	6	8	5	5	4
Long-term care insurance.....	6	8	6	6	4
Flexible work place.....	3	3	2	4	3
Non-wage cash payments					
Nonproduction bonus.....	42	42	40	44	43
Supplemental unemployment benefits.....	2	1	1	4	1
Severance pay.....	22	23	21	21	23
Subsidized commuting.....	4	4	3	4	9
Section 125 cafeteria benefits (5)					
Total.....	28	29	28	28	26
Flexible benefit plans.....	7	9	7	9	5
Reimbursement plans.....	15	15	12	15	18
Premium conversion plans....	6	4	10	4	2
Education assistance					
Work related.....	41	44	40	39	42
Non-work related.....	10	11	12	9	9
Travel accident insurance.....	20	22	21	18	18

Health promotion benefits					
Wellness programs.....	17	19	14	18	17
Employee assistance programs.....	33	37	33	33	29
Fitness centers.....	9	10	8	8	10

(1) Access to a benefit is determined on an occupational basis within an establishment; either all employees or no employees in an occupation in an establishment have the benefit available to them.

(2) The survey covers all 50 States. Collection was conducted between March 1999 and April 2000. The average reference period was September 1999.

(3) The regional coverage is as follows: Northeast--Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South--Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest--Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West--Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

(4) Less than 0.5 percent.

(5) Includes all types of plans under Internal Revenue Code Section 125. Flexible benefits plans include reimbursement account features.

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